



**MISSOURI**  
State Board of Nursing



# **MISSOURI STATE BOARD OF NURSING**

---

Fiscal Year 2024 Annual Report  
July 1, 2023 – June 30, 2024



# Welcome to Missouri State Board of Nursing

**Mission** Protect the public's health and safety through regulation of nursing education, licensure, and practice.

---

**This Fiscal Year 2024 Annual Report is respectfully submitted to:**

The Honorable Governor,  
**Michael L. Parson**

**Chlora Lindley-Myers, Director**  
Department of Commerce and Insurance

**Sheila Solon, Division Director**  
Division of Professional Registration

and  
**Members of the Nursing Profession and the Public**

*Unless otherwise specified, all information in this annual report is for FY2024, which is July 1, 2023 through June 30, 2024.*



3605 Missouri Boulevard  
P.O. Box 656  
Jefferson City, MO 65102



573-751-0681  
573-751-0075 (FAX)  
TTY 800-735-2966



nursing@pr.mo.gov



pr.mo.gov/nursing

# Missouri State Board of Nursing

## Board Members



**Julie Miller**

APRN, DNP, MBA, FNP-BC,  
NEA-BC, CNOR (E)  
President



**Trevor Wolfe**

BSN, RN  
Vice President



**Margaret Bultas**

PhD, RN, CNE, CNL  
Secretary



**Bonny Kehm**

PhD, RN  
Member



**Courtney Owens**

BSN, RN  
Member



**Denise Williams**

MHCOE, BSN, RN, CENP,  
CPHQ, CPPS, EBP-C  
Member

## BOARD OF NURSING EXECUTIVE TEAM

---

**Lori Scheidt**, MBA-HCM, Executive Director

**Elizabeth Willard**, BA, Director of Operations

**Quinn Lewis**, BS, Director of Enforcement

**Janet Wolken**, RN, MBA, Director of Compliance

**Debra Funk**, BSN, RN, Director of Practice

**Kevin Hall**, JD, General Counsel

**Angie Morice**, Director of Licensure

**Amy Ackerson**, MSN, RN, Director of Education

## BOARD OF NURSING TEAM MEMBERS

---

### ADMINISTRATION

Dana Stark, Customer Service Representative

Rachel Kosark, Customer Service Representative –  
effective 3/18/2024

### INVESTIGATIONS

Tamra Jenkins, Investigator II

Marvin McCrary, Investigator II

Eric Weddle, Investigator II

Dean France, Investigator II

Levi Regan, Investigator I

### EDUCATION

Melinda Bridge, Education Specialist

### PRACTICE

Ashley Williams, Practice Specialist and Paralegal

### COMPLIANCE

Mary Vinson, Paralegal – effective 8/01/2023

### LEGAL

Ryan Russell, Associate General Counsel

Kristi Gilpin, Paralegal Manager

Kindra Beiseman, Paralegal – through 1/28/2024

Elizabeth Peters, Paralegal – effective 3/28/2024 through  
6/11/2024

### LICENSURE

#### *LEAD CUSTOMER SERVICE REPRESENTATIVES*

Michelle Cartee

Delia Orr

Kassidy Kliegel

Bethany Richter



# HIGHLIGHTS OF THE FISCAL YEAR

The mission of the Missouri State Board of Nursing is to protect the public's health and safety through regulation of nursing education, licensure, and practice. The Board works diligently to improve services and strengthen programs for public protection. Highlights of the Board's work are listed below:

## EDUCATION

- The Air Force Nursing Services Practical Nurse (PN) Training Program – Basic Medical Technician Corpsman Program (BMTCP) 4N051/4N071 (4N training program) was approved in 2017. Since that time a total of 589 individuals educated by the Air Force have been licensed as Licensed Practical Nurses.
- The State of Missouri established, through legislative action and appropriation of funds, the “Nursing Education Incentive Program” in 2011 in order to increase the physical and educational capacity of nursing education programs in Missouri. This fiscal year, the Board of Nursing awarded \$6,219,732 to eligible nursing schools, thereby supporting nursing education programs.
- For FY24, Education staff conducted surveys of 41 nursing degree/certificate programs.
- Education staff conducted New Faculty and Administrator orientation in August 2023 with over 20 attendees.
- Education staff conducted Adjunct Surveyor Training in March 2024 for five new and qualified surveyors.
- The Board of Nursing voted to place into permanent rule the criteria for BSN clinical faculty. This allows Baccalaureate Nursing Programs to extend teaching contracts to clinical faculty who have not yet earned a Master's Degree (MSN) as long as they are enrolled in an MSN program and have attended the Missouri Hospital Association (MHA) Clinical Faculty Academy. This is important as it helps address the known nurse faculty shortage.

## COMPLIANCE

- Two different types of alternative to discipline programs to remove impaired nurses from practice in a more timely fashion and increase public protection are in place. This fiscal year, one licensee entered the Intervention Program and no licensees entered the Alternative Program. Two individuals violated the terms of the Intervention Program and two individuals violated the terms of the Alternative Program. One licensee completed the Intervention Program. Two licensees completed the alternative program. Upon successful completion of either program, no public discipline appears on the licensee's record.
- Held Consumer Protection Committee meetings followed by full board mail ballots to ensure timely resolution of complaints. Twelve Consumer Protection Conference Calls were held in the fiscal year.

## INVESTIGATIONS

- The average number of days to complete an investigation was 69 days.

## LEGAL

Legal Section Statistics	
Board Decisions	1,306
Number of Hearings	131
Contract Attorney Fees	\$244,044.52
Calendar Days to Complete a Case: From Receipt of Complaint to Final Resolution	65

## LICENSURE

- The average number of days to issue a temporary permit to Registered Nurses was 10.04 calendar days and for Licensed Practical Nurses was 4.55 calendar days.
- Answered 23,704 telephone calls.
- Processed 18,951 name and address changes
- Continued to use Nursys® for license verification purposes. This improves customer service because nurses can request verifications online 24 hours a day and verifications are immediately available. Utilization of Nursys® also strengthens our fraud prevention efforts. A total of 5,075 of Missouri nurses requested that their Missouri license be verified to another state and 2,820 nurses licensed in other states requested verification into Missouri.
- Continued to urge nurses and employers to enroll in Nursys e-Notify®. Enrollment in this system alerts the institution and/or nurse before a license expires and when it expires. Alerts are sent to the enrollee any time any discipline is attached to the enrolled license. For a nurse enrollee, this system can help prevent any fraudulent licenses or certificates being issued in the nurse's name. Missouri is a member of the nurse licensure compact. A multi-state license is tied to the nurse's primary state of residence. A change to a nurse's primary state of residence could change the multi-state license status. This system will notify the enrollee if that status changes. When a nurse submits a license renewal online, the license is not automatically renewed. This system notifies the enrollee when the license is renewed. This system pushes notification of changes to the enrollee rather than having to continually re-query the system. A total of 1,680 institutions accounting for 144,966 nurses were enrolled in the institution e-Notify®. A total of 140,617 (96.2%) of Missouri-licensed nurses were self-enrolled in Nursys e-Notify®.

## WORKFORCE

- A total of 140,617 (96.2%) of Missouri-licensed nurses were enrolled in Nursys e-Notify®. That means we have workforce data on 96.2% of Missouri's licensed nurses.

## OPERATIONS

- 97.38% of nurses indicated being satisfied with the renewal process.

## LEADERSHIP

### Lori Scheidt, Executive Director

- National Council of State Boards of Nursing's (NCSBN) Board of Directors Treasurer
- Chair of the Nurse Licensure Compact Compliance Committee
- Member of Nurse Licensure Compact Technology Committee

## PRACTICE

- The practice team performed twenty-five presentations about the Missouri Nurse Practice Act and the Board of Nursing. Of those, twelve presentations were to schools of nursing, four were to school nurse groups, two were to medical staff credentialing groups, one was to a hospital group, two were to other nursing organizations, and four were to other state organizations.
- Continued to provide timely responses to hundreds of email and phone inquiries.
- Continued to build and reinforce relationships with other health care related state agencies and associations/organizations.
- The Board received a petition from a Missouri practicing LPN for revision of rule 20 CSR 2200-6.030 to allow qualified practical nurses to administer certain medications via intravenous (IV) push and IV bolus. The Board filed an emergency and permanent rule at the same time amending the rule as requested. On January 22, 2024, the emergency rule was issued. The permanent rule went into effect June 30, 2024.
- Rule 20 CSR 2200-4.100 became effective May 30, 2024. This rule changed the APRN practice authority from a Document of Recognition to a license.
- The Board of Nursing and the Board of Registration for the Healing Arts filed a joint rule change to remove the geographic proximity requirements from 20 CSR 2200-4.200 for nursing and 20 CSR 2150-5.100 for physicians, bringing the regulation up to date with a change in statutory language that was effective August 28, 2023. This rule change eliminated the 75-mile restriction and was effective July 30, 2024.







# EDUCATION STATISTICS

## NURSING PROGRAMS

This fiscal year, there were 97 schools with Missouri State Board of Nursing approval to provide nursing education leading to initial licensure. The schools included 35 Practical Nursing programs, 28 Associate Degree programs, 33 Baccalaureate Degree programs, and 1 Diploma program.

## MISSOURI PRACTICAL NURSING PROGRAMS

Full Approval Unless Otherwise Specified

Air Force Nursing Services	Ozarks Technical Community College—Table Rock
Applied Technology Services—South County	Ozarks Technical Community College—Springfield
— North County Satellite Site	Pike-Lincoln Technical Center
Bolivar Technical College	Saline County Career Center
Cape Girardeau Career and Technology Center	Southeast Missouri Hospital College of Nursing and Health Sciences
Carthage Technical Center	
Cass Career Center	Southern Missouri Technical Institute
Concorde Career College	St. Charles Community College
Crowder College	St. Louis Community College (Initial Approval)
East Central College – Rolla	St. Louis College of Health Careers – City Campus
Franklin Technology Center	—County Campus Satellite Site
Hannibal—LaGrange University	State Fair Community College—Sedalia
Jefferson College Bi-level Program	—Eldon Satellite Site
Kirksville Area Technical Center	—Clinton Satellite Site
Lex La-Ray Technical Center	State Technical College of Missouri
Metropolitan Community College—Penn Valley	Texas County Technical College
Mineral Area College	Three Rivers College—Poplar Bluff
Moberly Area Community College	—Kennett Satellite Site
—Columbia Satellite Site	—Sikeston Satellite Site
—Mexico Satellite Site	Warrensburg Area Career Center
North Central Missouri College—Trenton	Washington School of Practical Nursing
—Savannah Satellite Site	Waynesville Career Center
Ozarks Technical Community College—Lebanon	

## MISSOURI ASSOCIATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Bolivar Technical College	Crowder College—Cassville
Columbia College (Conditional Approval)	Crowder College—McDonald County
—Lake Ozark Satellite Site	Crowder College—Neosho
Cox College	Crowder College—Nevada
—Monett Satellite Site	East Central College—Rolla

East Central College—Union  
Hannibal La-Grange University  
Jefferson College Bi-Level Program  
Lincoln University—Fort Leonard Wood  
Metropolitan Community College—Penn Valley  
Mineral Area College  
—Cape Girardeau Satellite Site  
—Perryville Satellite Site  
Missouri State University—West Plains  
Moberly Area Community College—Moberly  
—Mexico Satellite Site  
—Hannibal Satellite Site  
—Columbia Satellite Site  
North Central Missouri College  
—Savannah Satellite Site  
Ozarks Technical Community College  
—Table Rock Satellite Site  
Ozarks Technical Community College - Direct Entry (Initial

Approval)  
Southeast Missouri Hospital College of Nursing and Health  
Sciences  
Southwest Baptist University - College of Health Professions  
—Salem Satellite Site  
St. Charles Community College  
St. Louis Community College - Forest Park  
—Florissant Valley Satellite Site  
—Meramec Satellite Site  
—Wildwood Satellite Site  
St. Louis College of Health Careers (Initial Approval)  
State Fair Community College—Sedalia  
—Clinton Satellite Site  
—Eldon Satellite Site  
State Technical College of Missouri  
Texas County Technical College  
Three Rivers College—Poplar Bluff  
Sikeston Satellite Site

## MISSOURI BACCALAUREATE DEGREE PROGRAMS

Full Approval Unless Otherwise Specified

Arizona College of Nursing (Initial Approval)  
Avila University  
Blessing-Rieman College of Nursing  
Central Methodist University  
—Columbia Satellite Site  
Chamberlain University College of Nursing  
College of the Ozarks  
Columbia College  
Concorde Career College (Initial Approval)  
Cox College  
Goldfarb School of Nursing at Barnes-Jewish College  
Graceland University School of Nursing  
Grand Canyon University (Initial Approval)  
Lincoln University  
Maryville University  
Missouri Baptist University  
Missouri Southern State University  
Missouri State University Springfield

Missouri Valley College (Conditional Approval)  
Missouri Western State University  
Park University  
Research College of Nursing  
Southeast Missouri State University  
Southwest Baptist University - College of Health Professionals  
—Bolivar  
St. Louis University  
St. Luke's College of Health Sciences at Rockhurst University  
Stephen's College (Initial Approval)  
Truman State University  
University of Central Missouri  
—Lees Summit Satellite Site  
University of Missouri—Columbia Sinclair School of Nursing  
University of Missouri—Kansas City  
University of Missouri—St. Louis College of Nursing  
Western Governors University (Initial Approval)  
William Jewell College

## MISSOURI DIPLOMA PROGRAMS

Full Approval Unless Otherwise Specified

Franklin Technology Center (Initial Approval)

## NCLEX® EXAMINATION RESULTS

### CALENDAR YEAR 2023

Applicants are deemed eligible by the Board to take the National Council Licensure Examination (NCLEX®) for Registered Nurses and Licensed Practical Nurses.

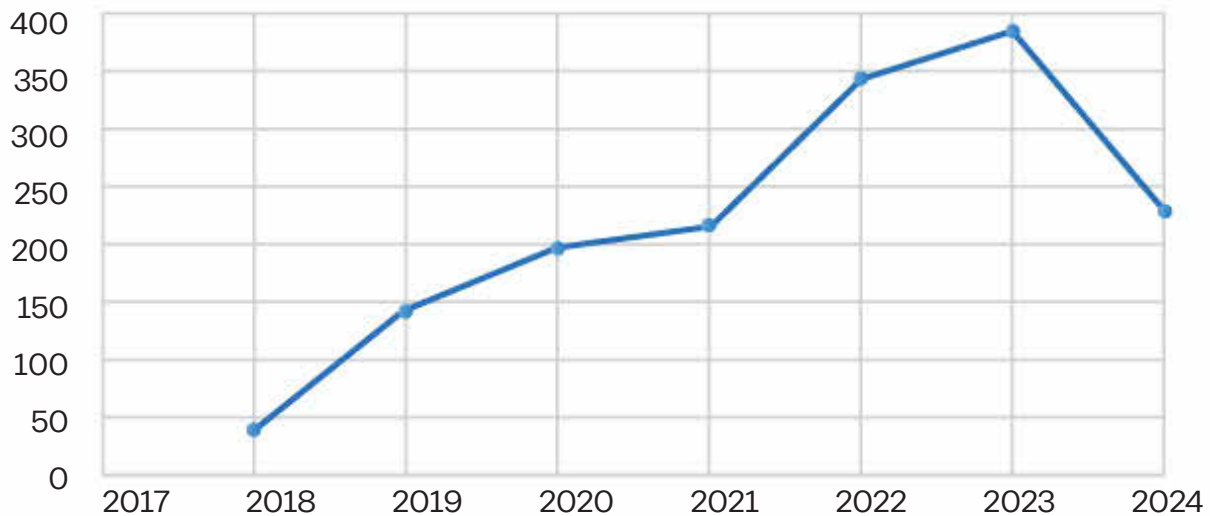
	Number taking the test for the first time	Number that passed	Percentage that passed
U.S. RNs	186,351	165,035	88.56%
Missouri RNs	3,768	3,388	89.92%
U.S. LPNs	47,550	41,213	86.67%
Missouri LPNs	1,023	939	91.79%

## LICENSURE STATISTICS

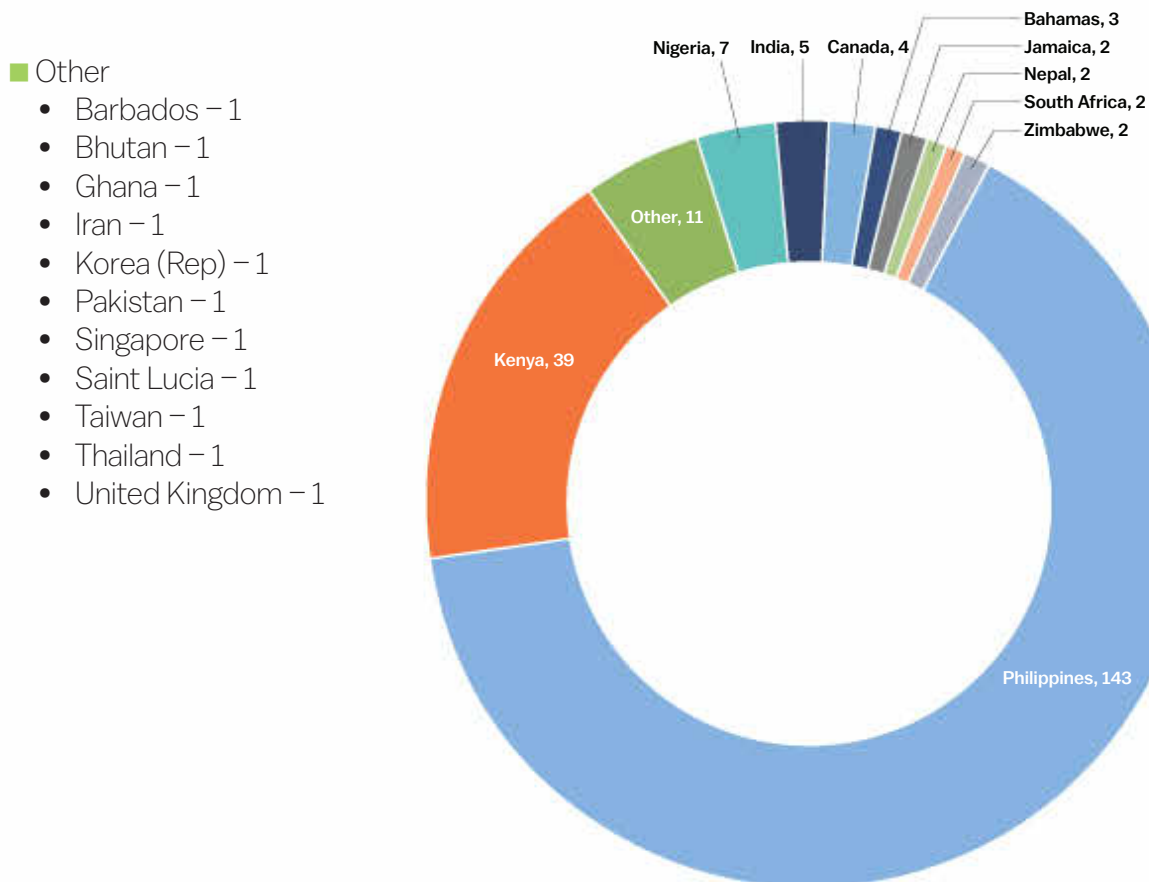
	Registered Nurse	Licensed Practical Nurse
Licensure by Examination (includes nurses not educated in Missouri)	4,099	1,069
Licensure by Endorsement	1,940	163
Licensure by Renewal of a Lapsed or Inactive License	856	249
Number of RNs & LPNs holding a cur- rent nursing license in Missouri as of 6/30/2023	120,975	21,516

- There were 1,474 new Advanced Practice Registered Nurse (APRNs) licensed.
- There were 16,087 APRNs licensed as of 6/30/2024
- There were 485 APRNs granted Controlled Substance Prescription Authority.
- There were 4,210 APRNs with Controlled Substance Prescription Authority as of 6/30/2024.

## NUMBER OF FOREIGN EDUCATED NURSES LICENSED BY FISCAL YEAR



## NURSES EDUCATED IN A FOREIGN PROGRAM



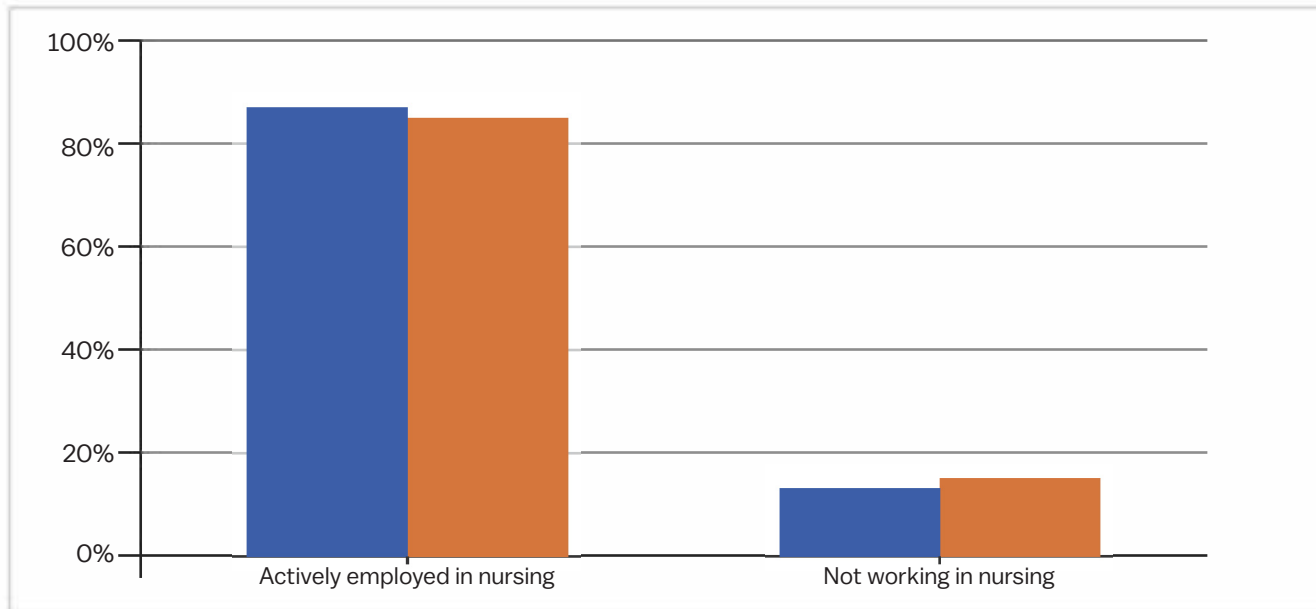
## Work Status

1/1/2022 – 6/30/2024

RN respondents = 122,401 [Represents 91% of the total MISSOURI RN workforce for the given date range]

PN respondents = 22,848 [Represents 92% of the total MISSOURI PN workforce for the given date range]

The data sample suggests that 87% of the MISSOURI RN workforce is actively employed in nursing. The data sample suggests that 85% of the MISSOURI PN workforce is actively employed in nursing.



1/1/2022 – 6/30/2024

Work Status	RN	PN
Actively employed in nursing	106,124 (87%)	19,444 (85%)
Not working in nursing	16,277 (13%)	3,404 (15%)

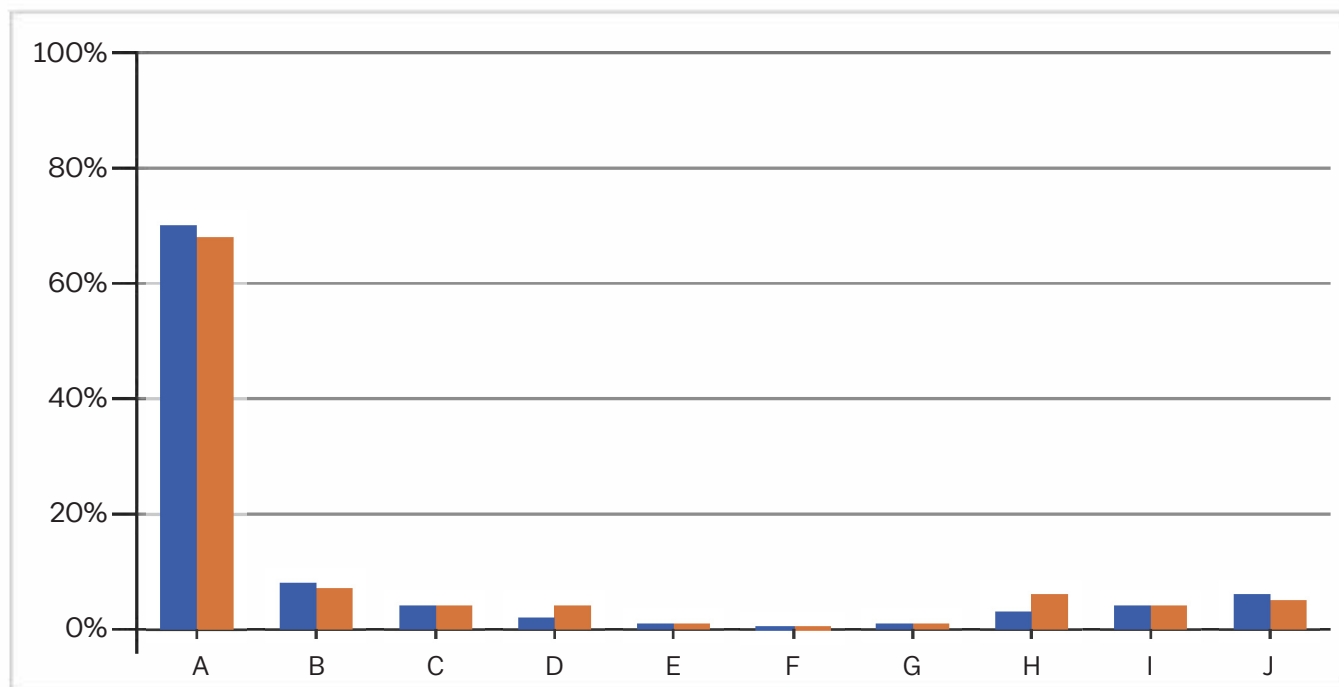
## Employment Status

1/1/2022 – 6/30/2024

RN respondents = 122,401 [Represents 91% of the total MISSOURI RN workforce for the given date range]

PN respondents = 22,848 [Represents 92% of the total MISSOURI PN workforce for the given date range]

The data sample suggests that the top current employment statuses for the MISSOURI RN workforce are Actively employed in nursing or in a position that requires a nurse license – Full-time and Actively employed in nursing or in a position that requires a nurse license – Part-time. These statuses represent 78% of the overall RN sample. The data sample suggests that the top current employment statuses for the MISSOURI PN workforce are Actively employed in nursing or in a position that requires a nurse license – Full-time and Actively employed in nursing or in a position that requires a nurse license – Part-time. These statuses represent 75% of the overall PN sample.



1/1/2022 – 6/30/2024

Legend	Employment Status	RN	PN
A	Actively employed in nursing or in a position that requires a nurse license – Full-time	85,669 (70%)	15,507 (68%)
B	Actively employed in nursing or in a position that requires a nurse license – Part-time	10,101 (8%)	1,656 (7%)
C	Actively employed in nursing or in a position that requires a nurse license – Per diem	5,319 (4%)	802 (4%)
D	Actively employed in a field other than nursing – Full-time	2,711 (2%)	966 (4%)
E	Actively employed in a field other than nursing – Part-time	780 (1%)	256 (1%)
F	Actively employed in a field other than nursing – Per diem	268 (<1%)	71 (<1%)
G	Working in nursing only as a volunteer	1,276 (1%)	186 (1%)
H	Unemployed – Seeking work as a nurse	4,106 (3%)	1,271 (6%)
I	Unemployed – Not seeking work as a nurse	4,427 (4%)	1,016 (4%)
J	Retired	7,744 (6%)	1,117 (5%)

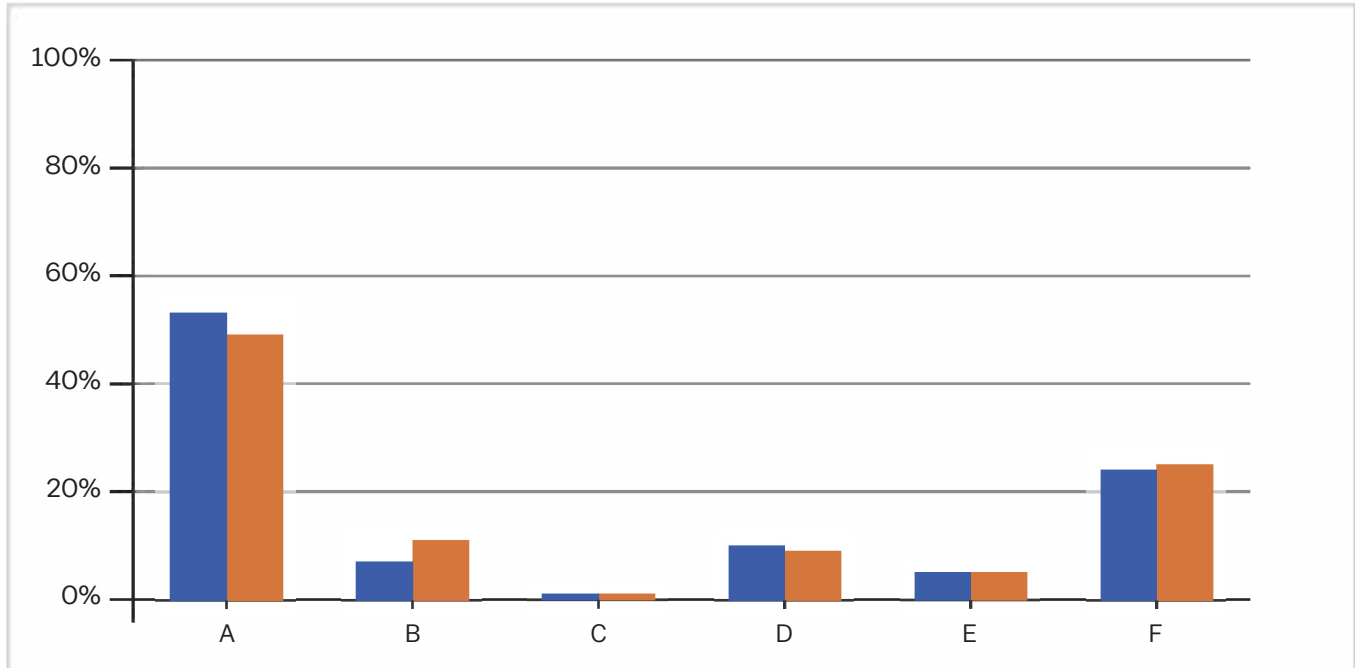
## Reason for Unemployment

1/1/2022 – 6/30/2024

RN respondents = 8,124 [Represents 6% of the total MISSOURI RN workforce for the given date range]

PN respondents = 2,145 [Represents 9% of the total MISSOURI PN workforce for the given date range]

The data sample suggests that the top reason for unemployment for the MISSOURI RN workforce is Taking care of home and family. This status represents 53% of the overall RN sample. The data sample suggests that the top reason for unemployment for the MISSOURI PN workforce is Taking care of home and family. This status represents 49% of the overall PN sample.



1/1/2022 – 6/30/2024

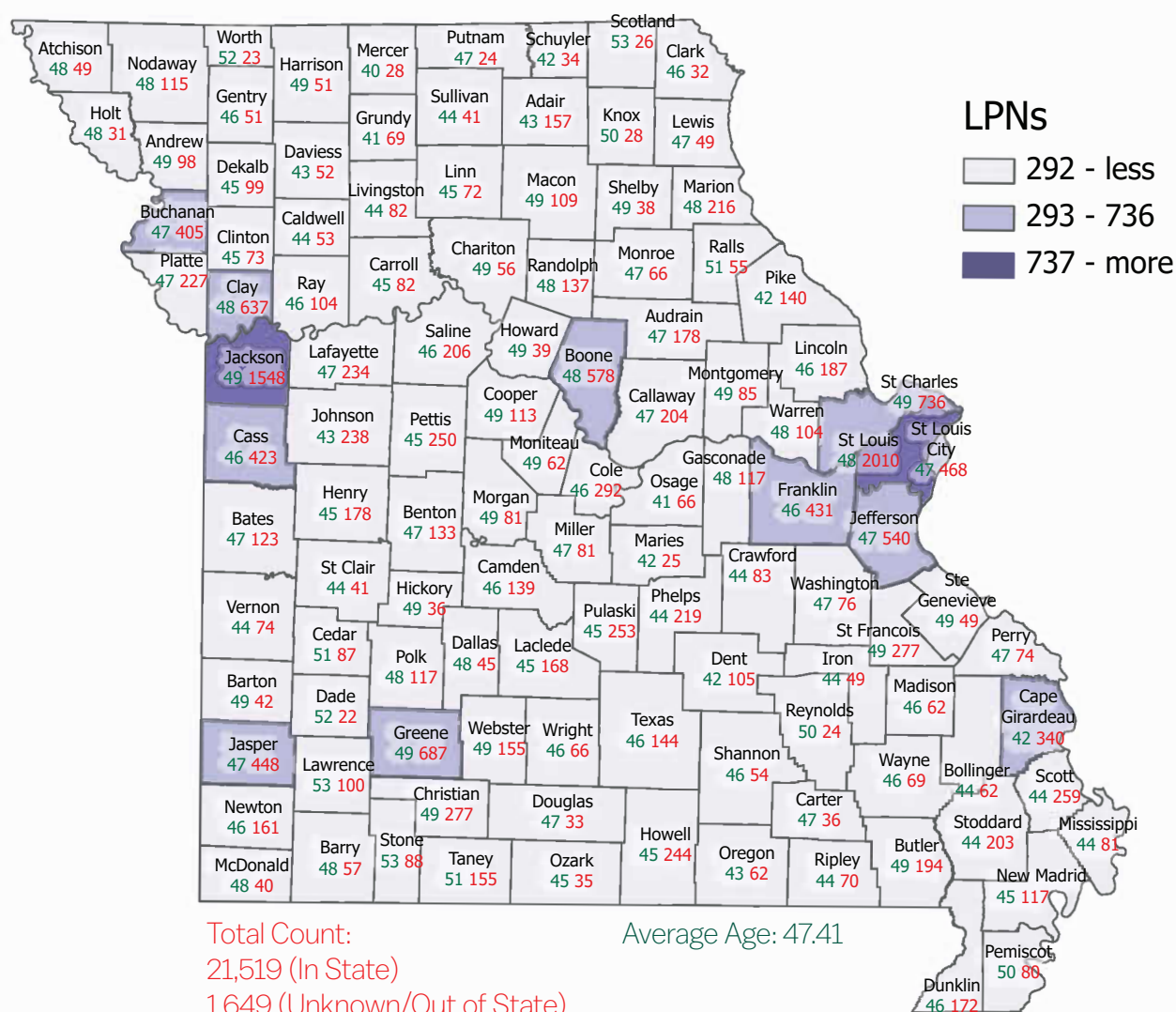
Legend	Reason for Employment	RN	PN
A	Taking care of home and family	4,323 (53%)	1,045 (49%)
B	Disabled	604 (7%)	240 (11%)
C	Inadequate salary	58 (1%)	20 (1%)
D	School	792 (10%)	191 (9%)
E	Difficulty in finding a nursing position	378 (5%)	112 (5%)
F	Other	1,969 (24%)	537 (25%)

# AVERAGE AGE OF NURSES

The average age of nurses continues to stay about the same. This is based on all nurses licensed in Missouri, regardless of where they reside.

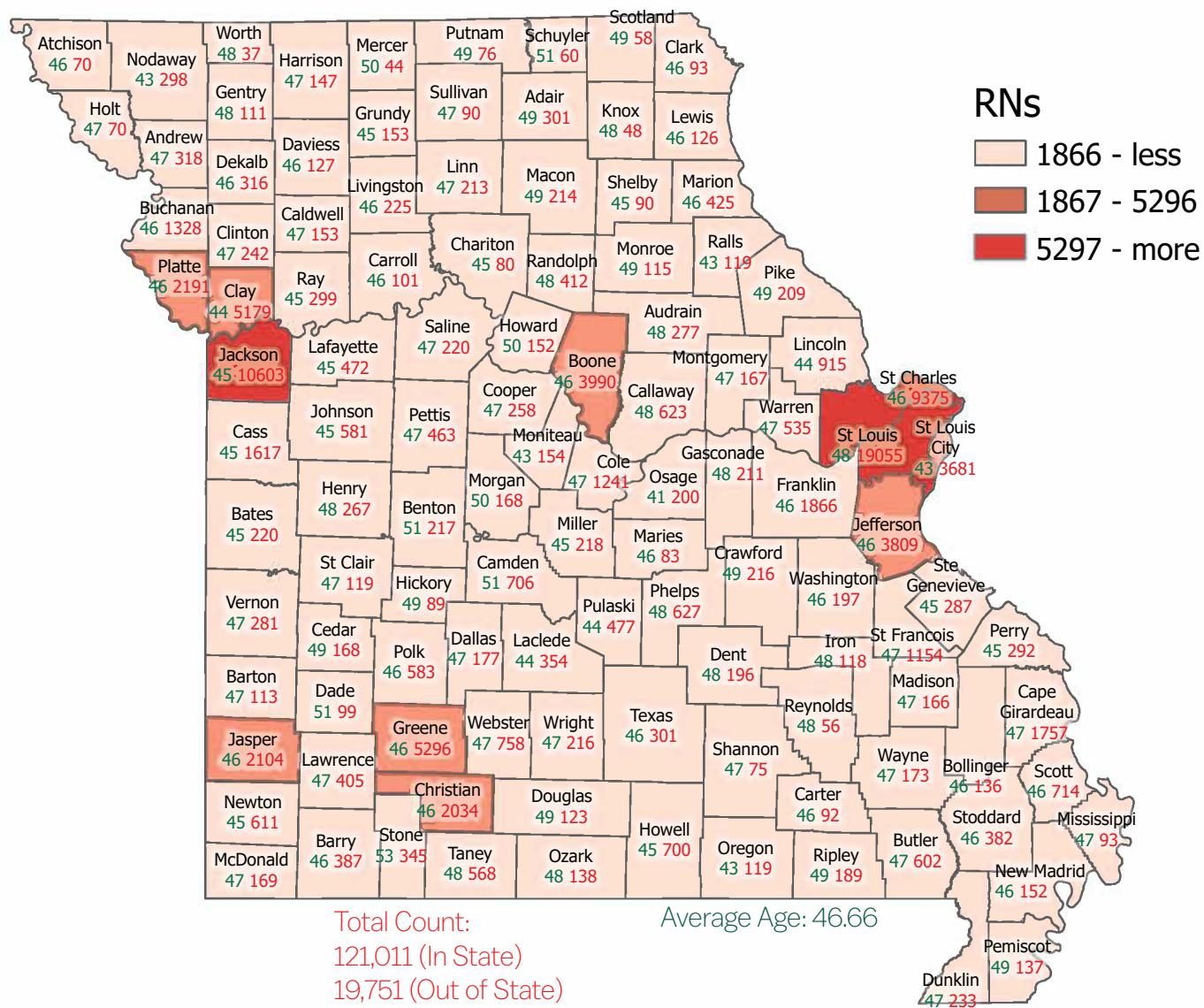
The following three maps depict the count of the number of nurses in each county that had a current Missouri nursing license and Missouri address and the average age by county as of July 1, 2024.

## MISSOURI LICENSED PRACTICAL NURSES



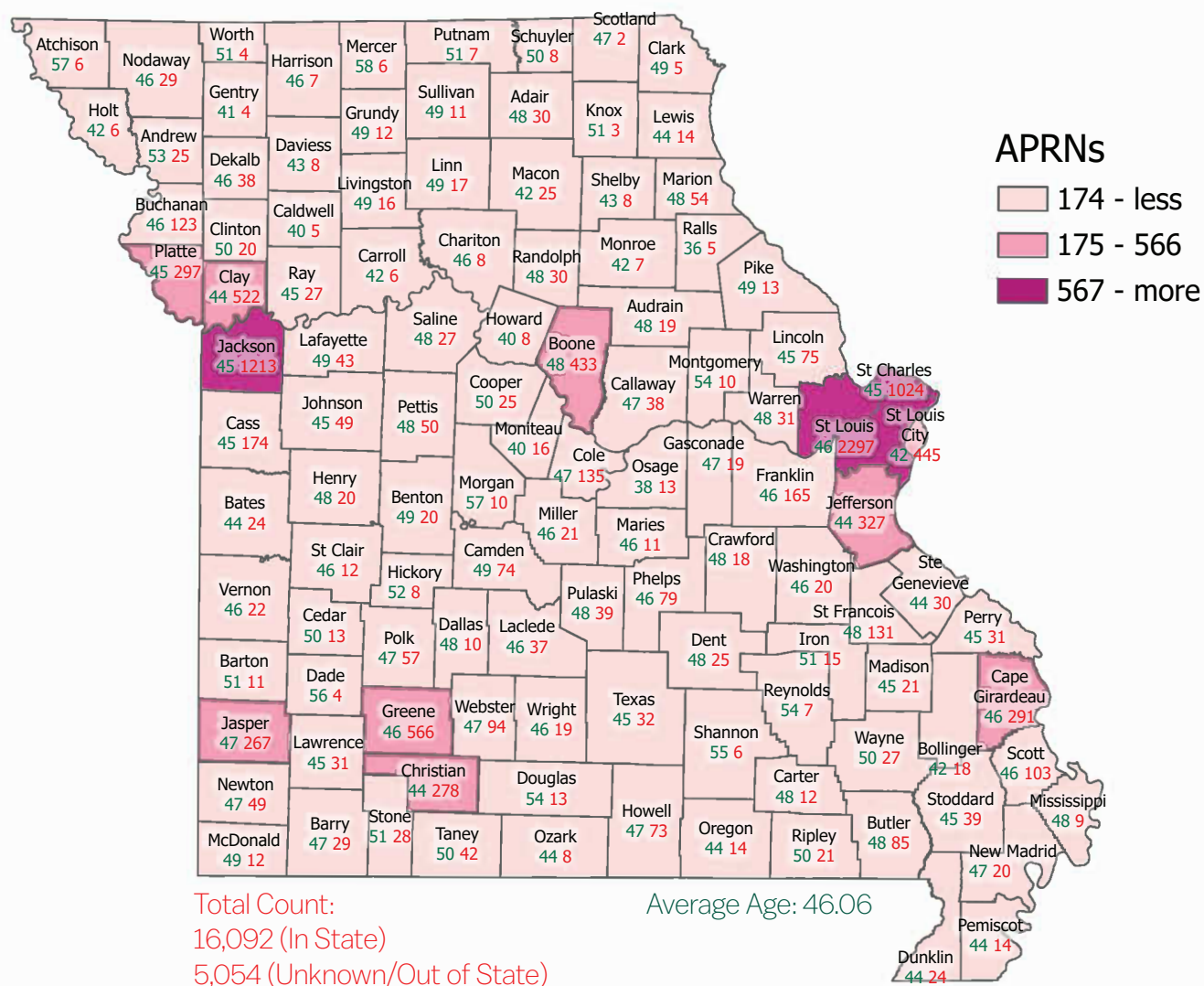


## MISSOURI REGISTERED NURSES



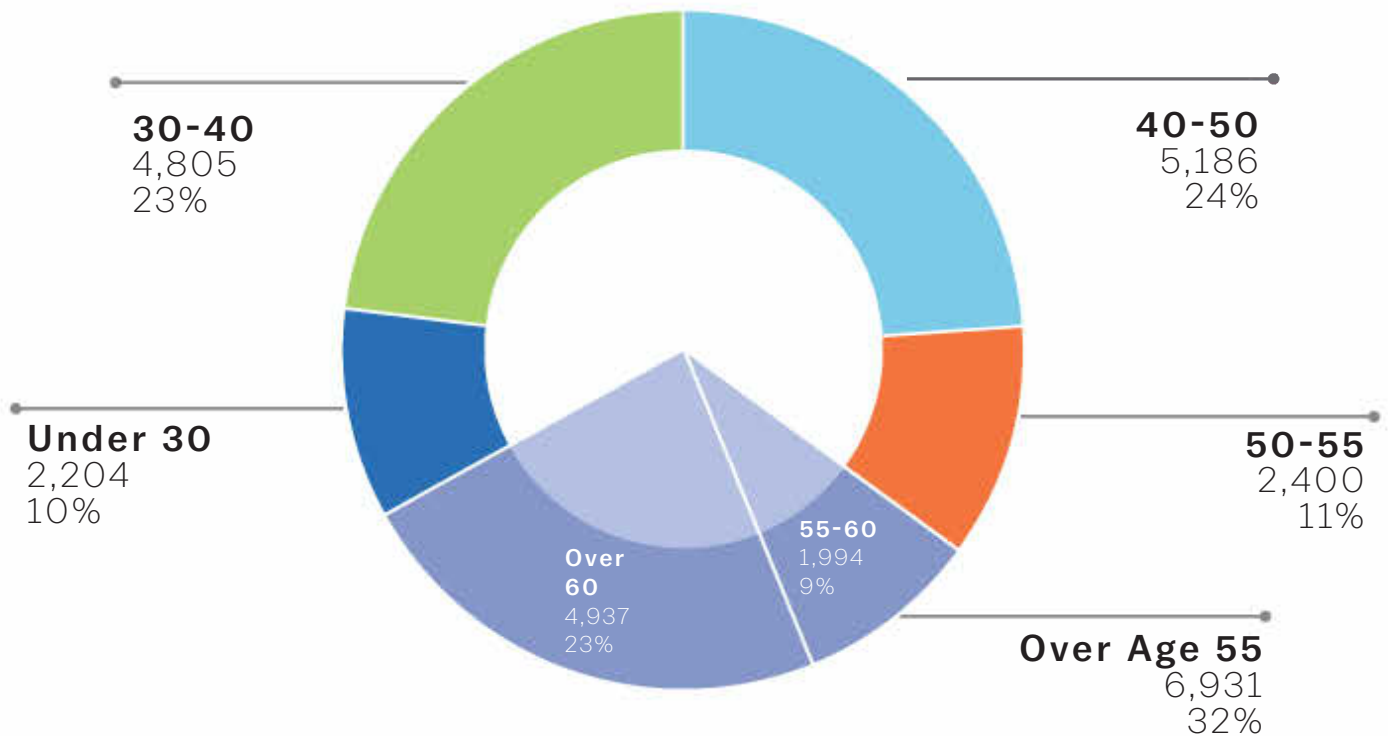
Source: Missouri State Board of Nursing – July 1, 2024  
Based on primary residence address

## MISSOURI ADVANCED PRACTICE REGISTERED NURSES

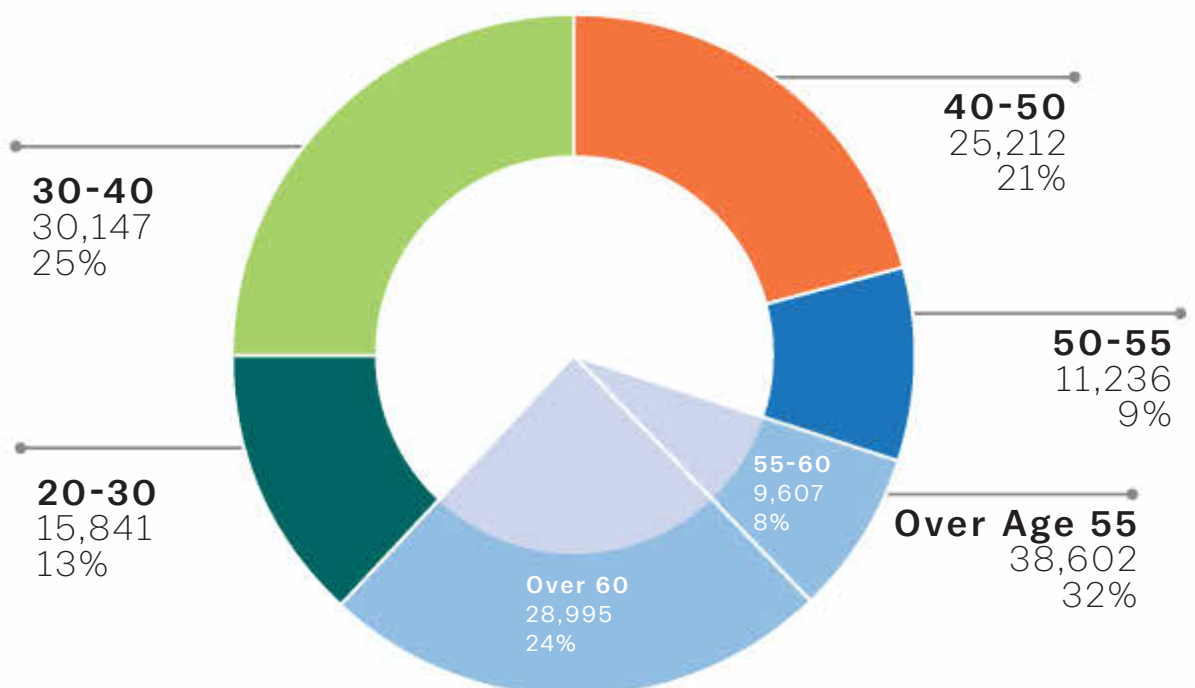


Source: Missouri State Board of Nursing – July 1, 2024  
 Based on primary residence address

## LICENSED PRACTICAL NURSES AGE DISTRIBUTION

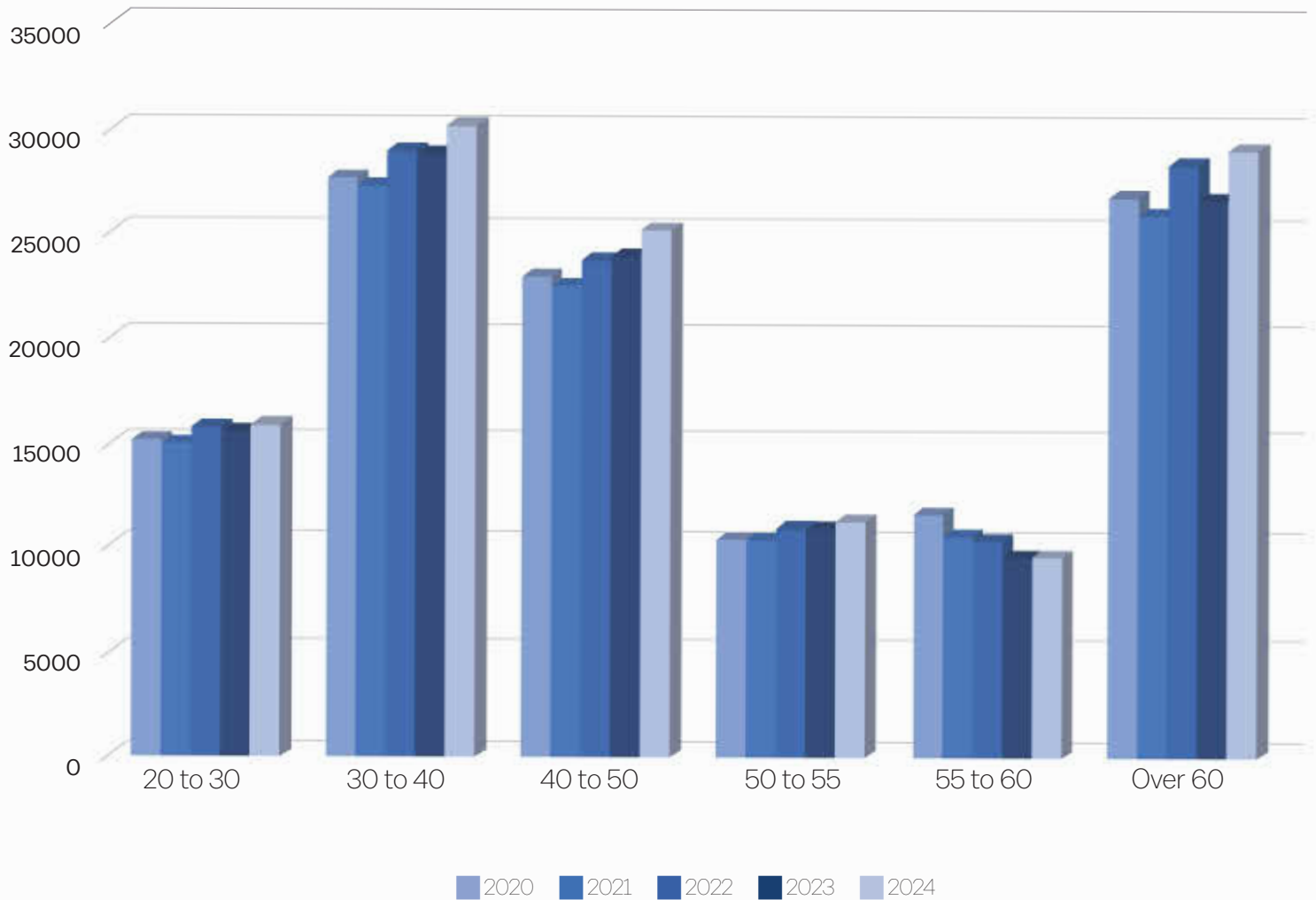


## REGISTERED NURSE AGE DISTRIBUTION



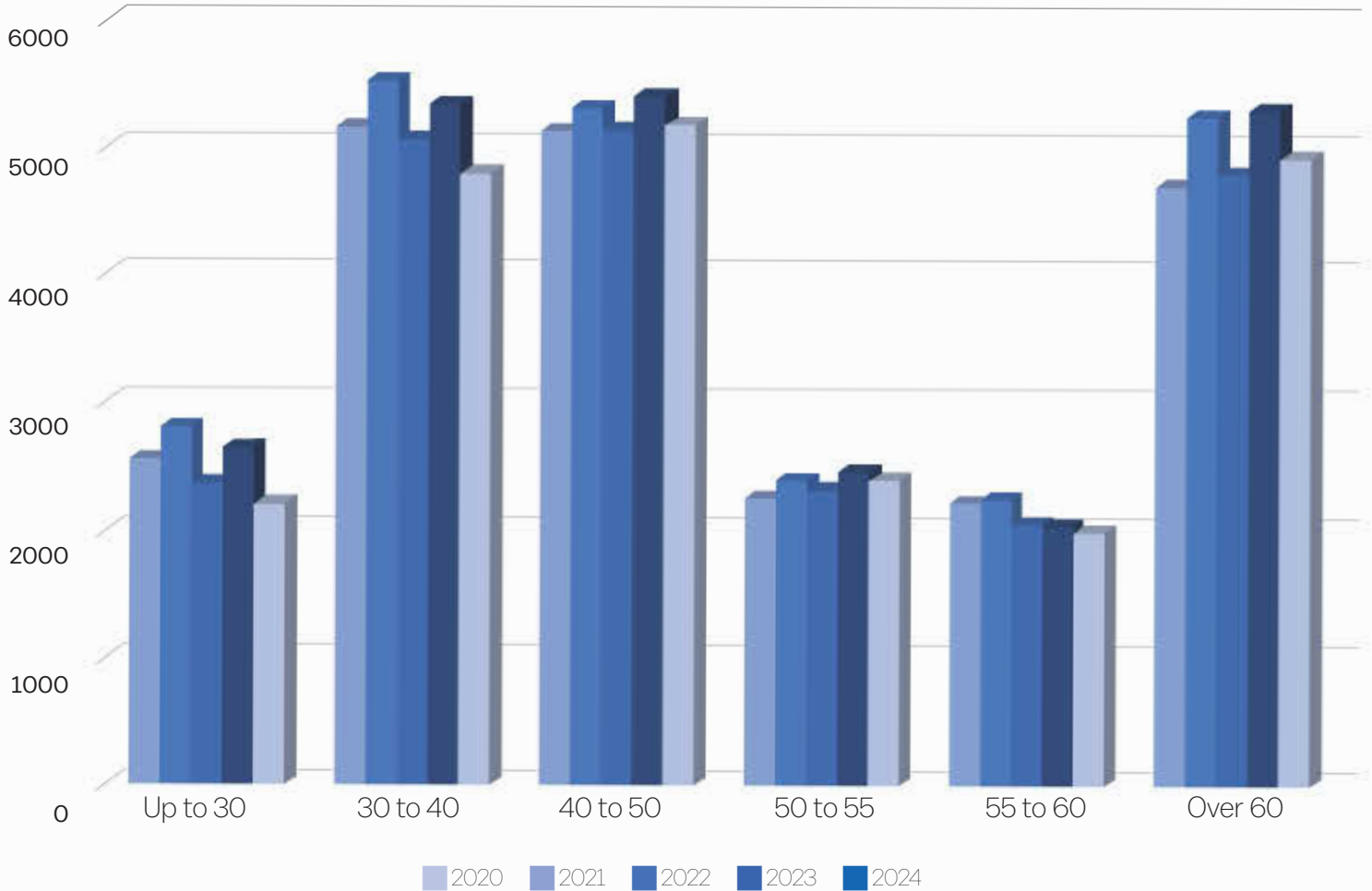
## AGE HISTORY OVER TIME

RNs by age group in Missouri



## AGE HISTORY OVER TIME

LPNs by age group in Missouri



# DISCIPLINARY ACTIONS

Complaints are received from many sources, including mandatory reporters (hospitals, ambulatory surgical centers, temporary nursing staffing agencies, nursing homes, nursing facilities as defined in Chapter 198, or any entity that employs or contracts with licensed healthcare professionals to provide health care services to individuals) and others (employers, members of the public, etc.). All complaints that are filed against the license of a nurse are reviewed to determine what action should be taken by the Board. Following an investigation into the matter, the Board may either pursue disciplinary actions or non-disciplinary actions. The latter includes taking no action, issuing a letter of concern for the conduct, or allowing eligible licensees to participate in one of the two non-disciplinary programs the board offers – the Alternative Program or the Intervention Program. If the Board determines disciplinary action is appropriate, one of the following disciplinary actions may be pursued: censure, probation, suspension, and/or revocation. The Board may also accept a voluntary surrender of a license.

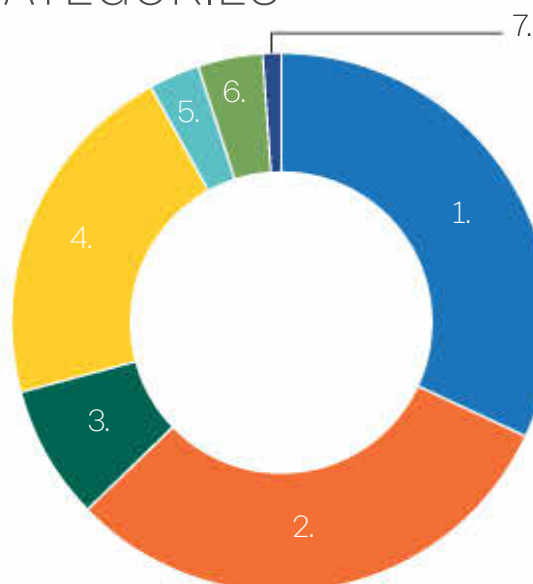
## HEARINGS

The Board has the authority to conduct four types of hearings: after the Administrative Hearing Commission (AHC) has determined there is cause for discipline; when the Board receives a certified copy of a judgment in a criminal proceeding, receives discipline from another state or other state agency, or receives certified records finding that the licensee has been judged incapacitated or disabled; probation violation; and Intervention or Alternative program violation. When the Board pursues disciplinary action, a settlement agreement is generally offered. If the licensee does not agree with the settlement agreement and the licensee and Board cannot agree on settlement, the matter is filed with the AHC to determine if there is cause to discipline the license of the nurse. If the AHC determines there is cause for discipline, a disciplinary hearing before the Board is conducted to determine what, if any, disciplinary action should be taken. If the Board receives certified court records of a criminal finding of guilt or incapacitation or disability or evidence of discipline from another state or state agency, a disciplinary hearing is held by the Board to determine whether cause exists to discipline the license and if so, what, if any, discipline is appropriate. In this fiscal year, 85 disciplinary hearings were conducted. Once a licensee has been placed on discipline, they are required to abide by the terms of the disciplinary agreement or Board order. If they do not, the Board conducts a violation hearing to determine what, if any, additional disciplinary action should be taken. In this fiscal year, the Board conducted 45 violation hearings. If a licensee signs a consent agreement to enter into the Alternative program or Intervention program offered by the Board, they are required to abide by the terms set forth in the consent agreement. If they violate those terms and they deny any violations, the Board conducts a confidential hearing to determine if they have violated the agreement. In this fiscal year, the Board conducted no Alternative Program violation hearings and one Intervention Program violation hearing.

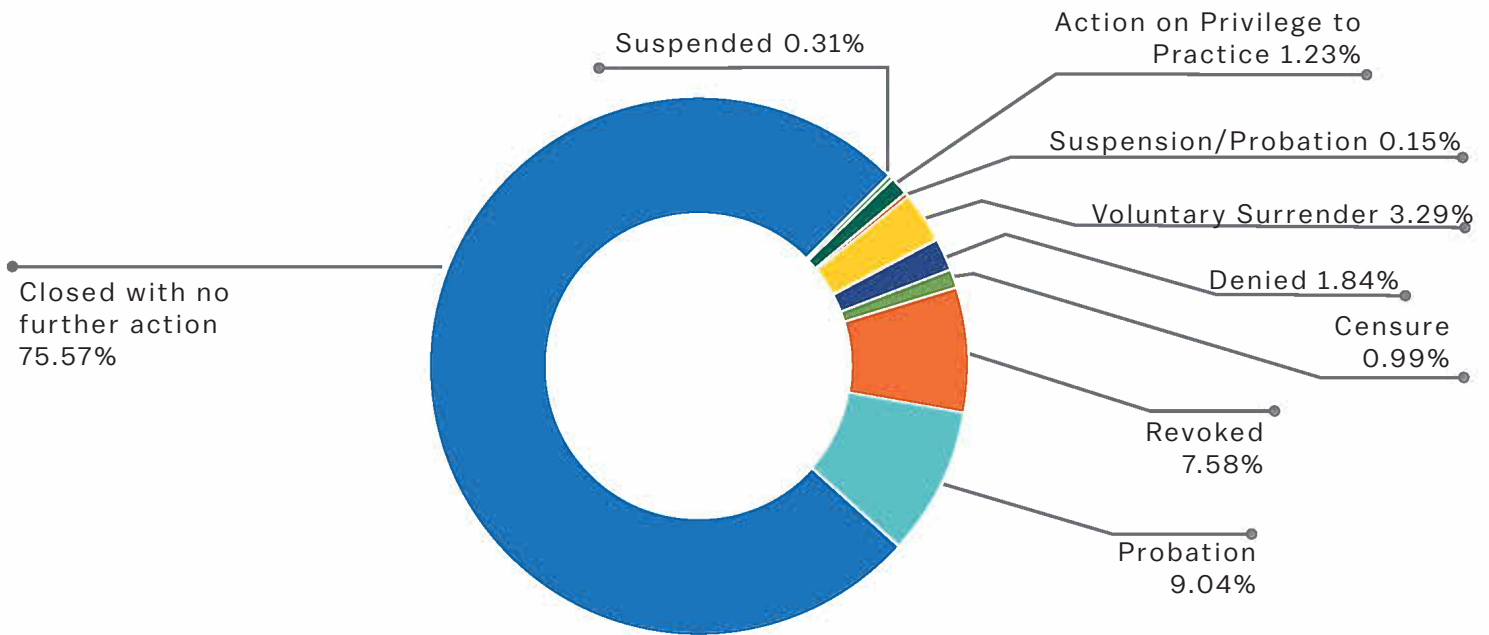
*The following three charts are based on the 1306 cases that were closed during this fiscal year.*

## COMPLAINT CATEGORIES

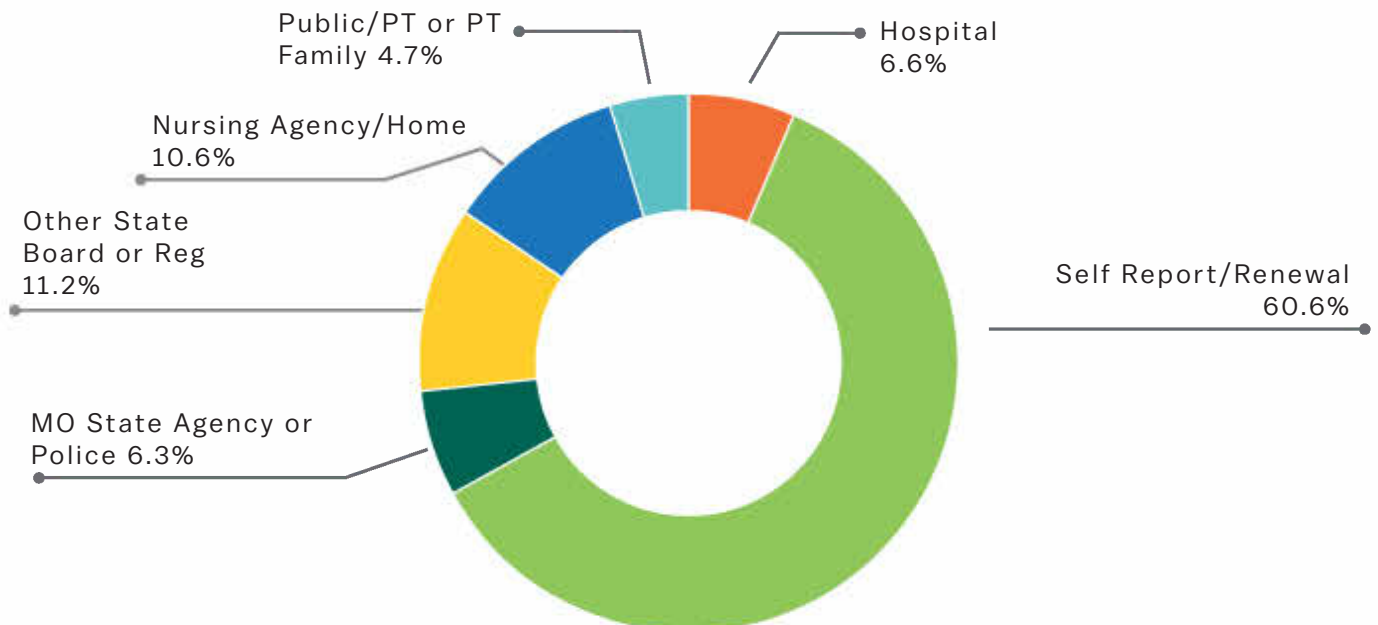
1. Criminal 32%
2. Alcohol/Drugs 31%
3. Discipline or EDL 8%
4. Practice 21%
5. Unlicensed Practice 3%
6. Fraud 4%
7. Tax non-compliance 1%



## FINAL ACTIONS



## CLOSED COMPLAINTS BY SOURCE





# FINANCIAL INFORMATION

The Board of Nursing operates solely on fees that are received from the licensees the Board regulates. The Board deposits all fees received in the state treasury and credits them to the State Board of Nursing. The Legislature then appropriates money from the fund to the Board of Nursing each year to pay all administrative costs and expenses of the Board.

Revenue & Expenses	
Beginning Fund Balance	\$11,025,857.76
Total Revenue Received	\$2,272,935.15
<b>Total</b>	<b>\$13,298,792.91</b>

Actual Operating Expenses	
Amounts below represent actual amounts utilized including transfers	
Expenses & Equipment	\$570,593.59
Personal Services/Per Diem	\$1,412,041.59
Transfers (see below)	\$1,993,817.98
Nurse Education Incentive Grant	\$1,219,732.00
<b>Total Operating Expenses</b>	<b>\$5,196,185.16</b>
<b>Ending Fund Balance</b>	<b>\$8,102,607.75</b>

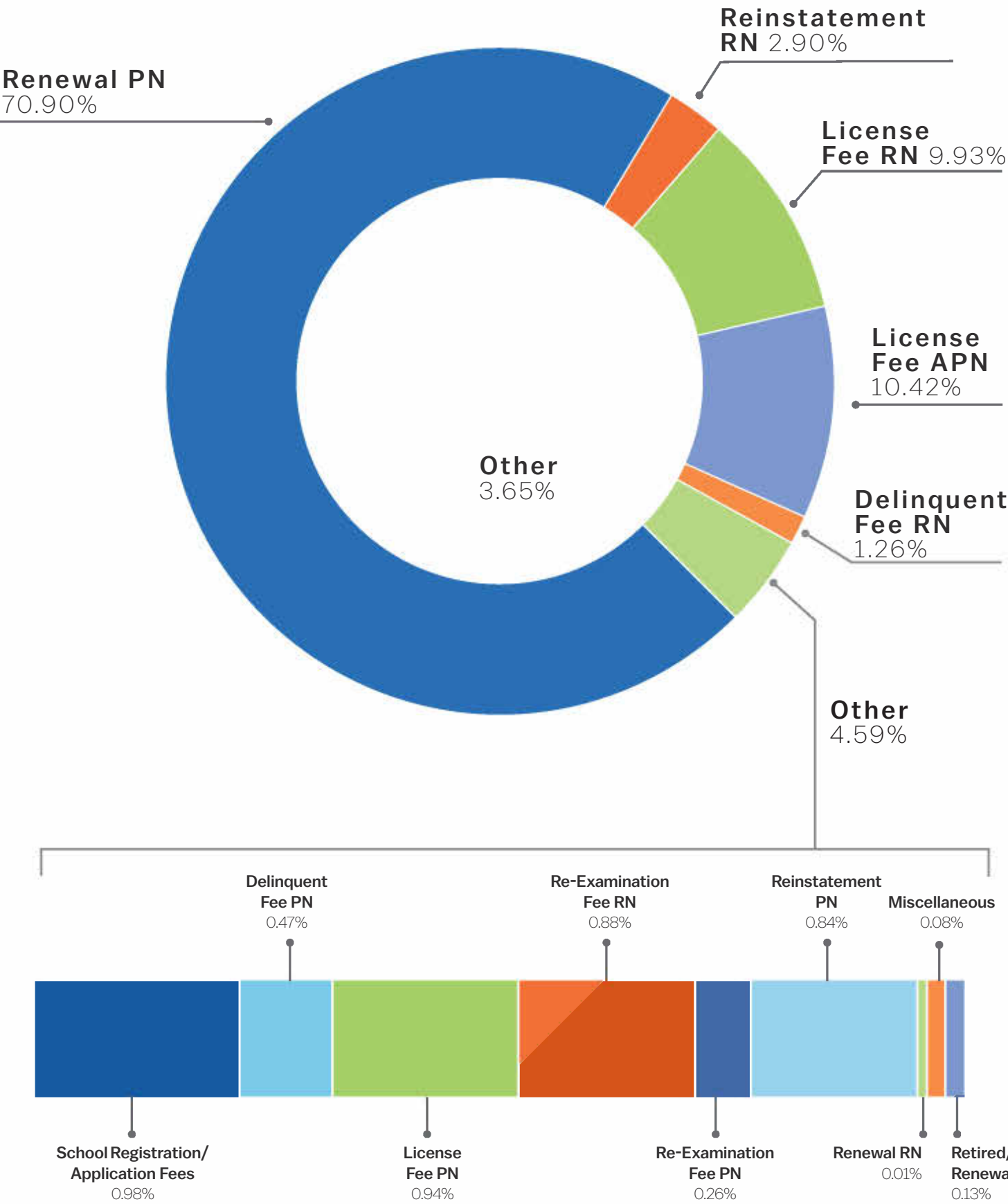
## NURSING FUND TRANSFERS

Transfers consist of monies that are transferred directly from the Board of Nursing fund to various funds and/or entities to pay for services and other operating costs that are not a part of the money that is appropriated to the Board for board specific expenses and equipment and personal services/per diem. These transfers occur each fiscal year but the amounts vary.

Nursing Fund Transfers	
Rent	\$74,200.53
Fringe Benefits	\$843,053.38
DCI	\$53,564.55
Professional Registration	\$978,882.54
OA Cost Allocation	\$30,734.00
AG & AHC Transfers	\$13,232.98
Refunds	\$150.00
<b>Total Transfers</b>	<b>\$1,993,817.98</b>

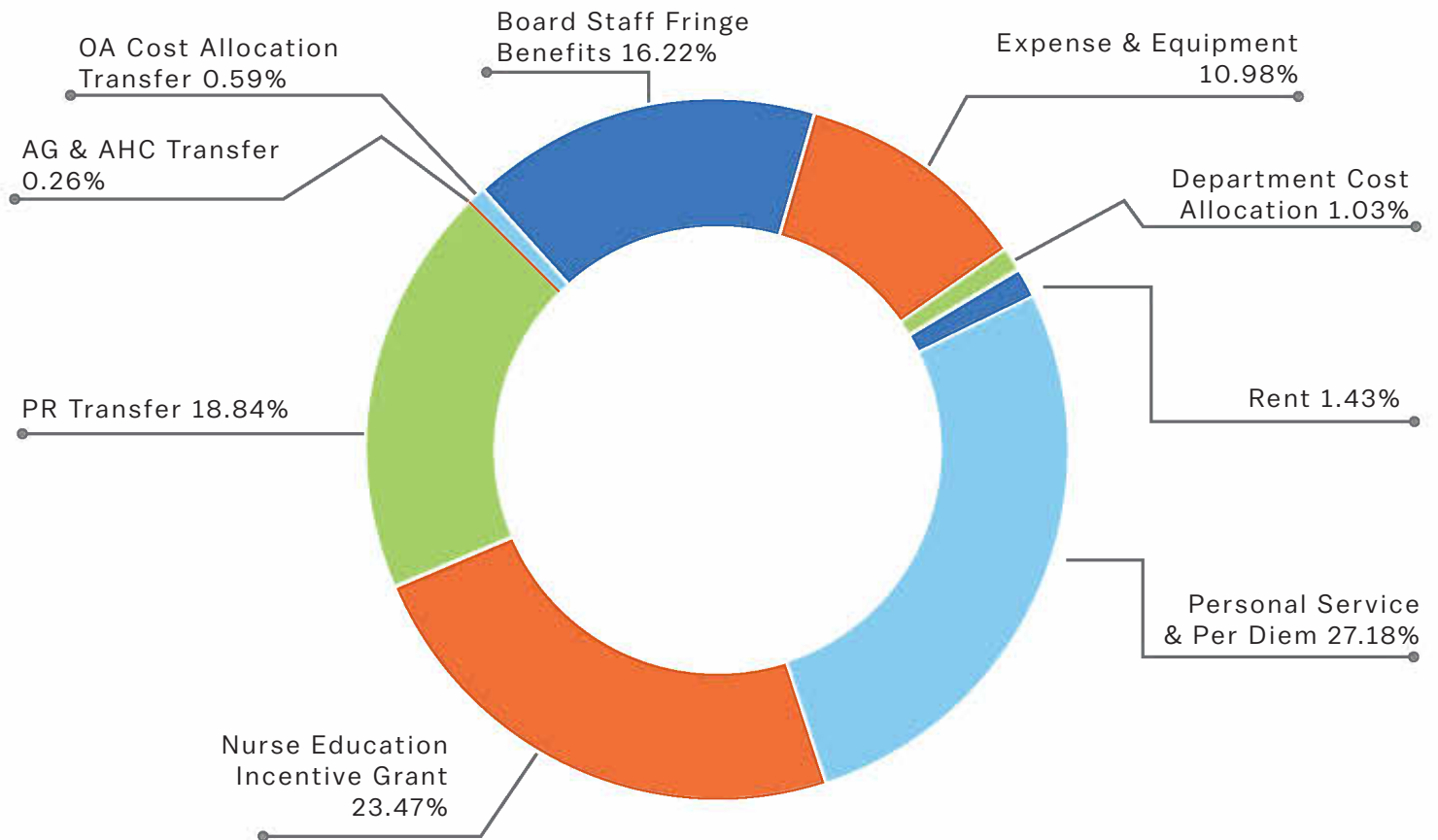


# SOURCE OF REVENUE



## USE OF FUNDS

(Total operating expenses of \$5,196,185.16 this fiscal year)





## BOARD OF NURSING



3605 Missouri Boulevard  
P.O. Box 656  
Jefferson City, MO 65102



573.751.0681 Telephone  
573.751.0075 Fax  
800.735.2966 TTY  
800.735.2466 Voice Relay



[nursing@pr.mo.gov](mailto:nursing@pr.mo.gov)  
[pr.mo.gov/nursing](http://pr.mo.gov/nursing)



# DCI

Missouri Department of Commerce & Insurance

CONNECT WITH DCI

